

# GRAVITAS

## CONSULTANTS

### I. VACANCY INFORMATION

Job Function:	Organization Consultant	Job Level:	Consultant or Manager or Principal
Travel Base:	Beirut or Amman	Travel Cover:	GCC (mainly KSA)
Application Deadline:	By 31 January 2020	Start Date:	By 01 March 2020

Submit your candidacy profile (cover letter + curriculum vitae), while specifying the level you're applying for, to [joinus@teamgravitas.com](mailto:joinus@teamgravitas.com). Applications missing a cover letter or a curriculum vitae will be rejected without notice.

### II. COMPANY BACKGROUND

**Gravitas Consultants is the do-tank of the Middle East consulting industry.**

Our purpose is to partner with top-tier consulting firms in order to maximize the impact of their client engagements. We achieve our purpose through our international team spread across the Middle East and Europe, renowned for being certified practitioners in our craft and recognized professionals in our field.

Our passion lies in unlocking strategic value and creating business impact. We fulfill our passion through transforming organizational culture and developing leadership capability, within the entities we partner with and through the people we engage.

Our breadth of experience covers the complete value-chain of human capital consulting. We deliver our experience through our professional values of depth in work output, commitment to quality standards, and impact on business and people.

**Gravitas Consultants is based in Lebanon and operates across the Arab world.**

### III. PARTNERSHIP CONTEXT

**Korn Ferry** is the preeminent global people and organizational advisory firm, helping leaders, organizations, and societies succeed by releasing the full power and potential of people, through more than 7,500 colleagues in more than 100 offices worldwide delivering consulting services. We are the partner of 98% of the FORTUNE Most Admired, synchronizing our clients' strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.

**Gravitas Consultants** is the Preferred Partner of Korn Ferry in the Middle East region, enabling the delivery of best-in-class consulting solutions on top-tier client engagements. Since 2016, Korn Ferry and Gravitas Consultants have co-delivered >50+ client engagements across Korn Ferry's 4 solution areas being Organization Strategy, Rewards & Benefits, Assessment & Succession, and Leadership Development.

Since 2018, Gravitas Consultants has recruited 14 consultants seconded full-time to Korn Ferry, and is now looking to recruit another 6 more senior consultants in Q1-2020 to further grow this team to 20.

## IV. POSITION(S) SUMMARY

Multiple vacancies at 3 seniority levels are currently open.

Across all seniority levels, your key delivery area will be **Organizational Consulting**, inclusive of strategy analysis, organization design, corporate restructuring, culture transformation, performance management, workforce planning, process design/optimization, change management, and HR strategy. You will develop deeper expertise in one or more of these delivery areas, while also developing own consulting skills and business acumen, by working with Korn Ferry leaders to develop and customize offerings across service lines and industry sectors.

### 1. Consultant (GC Level 2 – KF Levels 2-3)

This is the core delivery level for consultants that have developed an understanding of and experience in applying standard tools to defined problems. You will work on project teams with more seasoned practitioners to deliver standard solutions that meet and exceed client expectations across various industries. You will typically work as part of a team and will receive general direction in support of a client while managing yourself and your own contribution.

### 2. Manager (GC Level 3 – KF Levels 4-5)

This is the level between core delivery and high experience, where consultants are expected to not just manage their own delivery but also that of others on projects. You will manage a project, and/or work as a core member in a team delivering against specific deliverables. You will have the experience and expertise to engage and mobilize a client behind a particular idea or solution. You will work with seasoned practitioners to deliver custom, complex, and multi-workstream solutions that meet and exceed client expectations. You will exercise judgment in understanding client issues, customizing solutions to fit, and taking the lead on defined aspects of a project. You will be expected to be semi-autonomous in working up and proposing a solution or project plan internally and then implementing it once it has been signed off.

### 3. Principal (GC Level 4 – KF Levels 6-7)

This is the level for highly experienced consultants capable of leading entire engagements and working with senior leaders in client organizations across a broad range of offerings. You will lead engagements of considerable scope and team size, managing client relationships and entire projects. You will lead on custom, complex, and multi-workstream solutions that meet and exceed client expectations. You will lead decision-making on client issues, customizing solutions to fit, and taking the lead on all aspects of a project. You will be expected to be fully-autonomous in working up and proposing a solution or project plan both internally and externally, and then leading its implementation.

If accepted by Gravitas Consultants and Korn Ferry, you will be contracted by Gravitas Consultants and allocated to Korn Ferry on client engagements. You will be based in Lebanon or Jordan at our offices in Regus, and will operate across the Arab world following the Sunday-to-Thursday work week, with frequent business travel required (up to 5 days a week / up to 4 weeks a month – depending on client requirements).

## V. REQUIRED PROFILE

### For the Consultant level:

- ✓ 3-5 years of full-time experience in management consulting. Non-consulting experience is non-qualifying for this level.

### For the Manager level:

- ✓ 5-10 years of full-time experience in management consulting inclusive of project management expertise in small-to-medium sized client engagements.
- ✓ Alternatively, 10-15 years of full-time experience human resources or organization development, but with a proven track record in the aforementioned delivery areas under Section III above (non-consulting experience without exposure to said areas is non-qualifying).

### For the Principal level:

- ✓ >10+ years of full-time experience in management consulting inclusive of project management expertise in medium-to-large sized client engagements.
- ✓ Alternatively, >15+ years of full-time experience human resources or organization development, but with a proven track record in the aforementioned delivery areas under Section III above (non-consulting experience without exposure to said areas is non-qualifying).

### For all 3 levels:

- ✓ Experience in strategy analysis, organization design, corporate restructuring, culture transformation, performance management, workforce planning, process design/optimization, change management, and HR strategy.
- ✓ A master's degree from a reputable university; preferably in a business discipline, and ideally with a human resources specialization.
- ✓ English and Arabic languages are essential; you must be excellent in both writing and reading, Arabic equally to English.
- ✓ Robust education, interpersonal competence, team spirit, quality obsession, and travel agility.
- ✓ A thirst for learning, an appetite for hard work, a mindset of career growth, and an attitude of collaboration.

## VI. VALUE PROPOSITION

- You will be at the forefront of the MENA region's largest human capital transformations through Korn Ferry's client engagements, partaking in inter-disciplinary projects and interfacing with senior executives.
- You will gain broad exposure to, and deep expertise in, Korn Ferry's leading practices and proven methodologies, engaging through challenging job assignments and rigorous training programs.
- You will work closely with, and learn immensely from, Korn Ferry's thought leaders in their respective fields, advancing your knowledge and experience in the complete human capital value chain.
- You will thrive in Korn Ferry's multi-cultural organizational environment and within a clearly defined career path, collaborating with colleagues from around the world and forging lifelong professional relationships.
- You will be financially compensated competitively against your local market, through an attractive total reward package consisting of both fixed and variable pay, first class regional insurance, and tech gear.
- You will be allocated a dedicated Executive Coach to work with you towards your professional growth through monthly coaching sessions.